



**DEPARTMENT OF PERSONNEL**

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**MEMO PERD #23/99**

June 9, 1999

TO: Agency Personnel Liaisons  
Agency Personnel Representatives

FROM: Jeanne Greene, Acting Director  
Department of Personnel

SUBJECT: Senate Bill 37: Reemployment of Employers' Insurance Company of  
Nevada (EICON) Employees

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Senate Bill 37, which provides for privatization of the State's workers' compensation program, was passed by the 1999 Legislature and signed by Governor Guinn. This bill also defines the reemployment rights of EICON employees who may be affected by downsizing within the agency. The purpose of this memorandum is to advise you of the affects of this legislation on classified vacant positions in your agency for which you have approval to fill.

Effective June 1, 1999, EICON employees may voluntarily request to be placed on reemployment lists for classes at or below their current grade for which they meet the minimum qualifications. They will be placed on these lists in order of seniority and will remain on the lists for 24 months or until they have been re-employed in the Executive Branch. It is important to be aware that EICON employees on reemployment lists have preference over all other employees on the same lists.

As you know, vacant positions must first be offered to individuals on reemployment lists in the order in which they appear on the lists. Appointments from competitive lists as well as other non-competitive appointments cannot occur until all individuals on the reemployment lists have declined an offer of employment.

Prior to filling any vacant classified position, the Department of Personnel must first be contacted to determine if there are individuals with reemployment rights for that class. This includes those vacancies which are usually filled on an "Application to Agency" or other

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internal promotional recruitment basis. In addition, requests for additional criteria beyond the minimum qualifications will be reviewed by the Department of Personnel to determine if there has been a historic need prior to conducting a selective recruitment and/or certification for vacant positions which may otherwise be available to individuals with reemployment rights.

Finally, as provided in the legislation, permanent EICON employees who voluntarily request placement on reemployment lists will not be required to serve a new probationary period in another agency (with the exception of probationary EICON employees who will serve the balance of their probationary period). These individuals will be identified on the reemployment lists by the word "volunteer" under their address.

EICON employees who have not voluntarily placed themselves on reemployment lists but who subsequently receive a lay-off notice will be required to serve a new probationary period in another agency. These individuals will be identified on the list by the word "layoff" under their address. EICON employees with both designations will be integrated on the reemployment lists in order of seniority and, as stated previously, will have preference over other employees on the lists.

I hope this clarifies the impact of SB 37 as well as the status of EICON employees. Please contact Mary Ellen Komac in Carson City at 684-0133 or Greg Febbo in Las Vegas at 486-2902 if you have questions regarding any of these issues.

JG:cp